

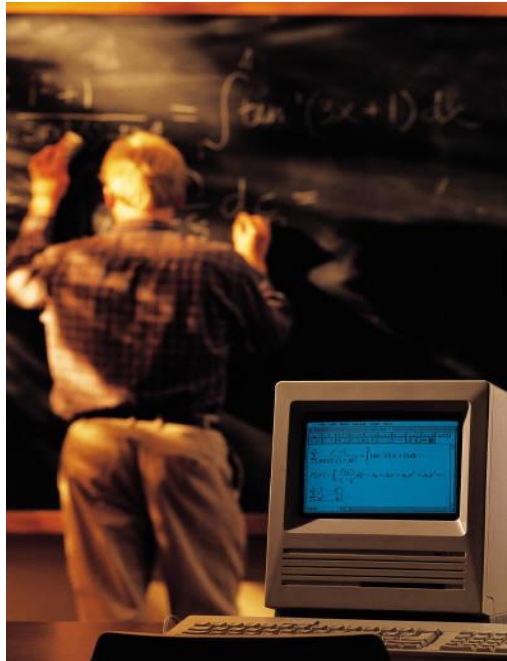


# Finding & Sharing Your 70%

Learners Learning from Learners

Pamela Wyville-Staples



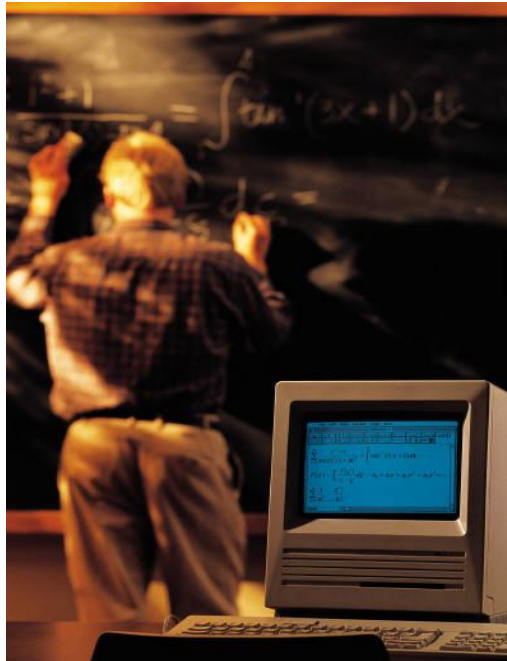


From Teaching to...

Learning  
Participating  
Facilitating  
Sharing.....with each other and with local partners



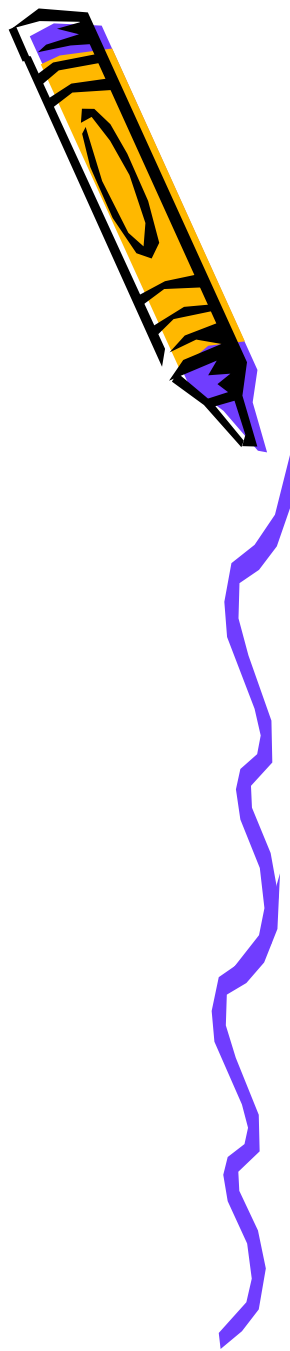
It is estimated that learners know 70% of what trainers plan to teach them...



They just may not realize what they already know...



# What Kind of Communicator are You?

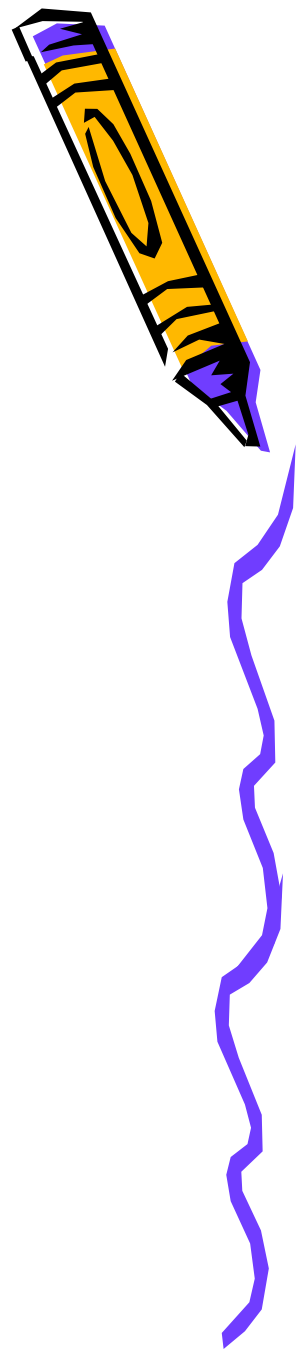


# What Kind of Communicator are You?

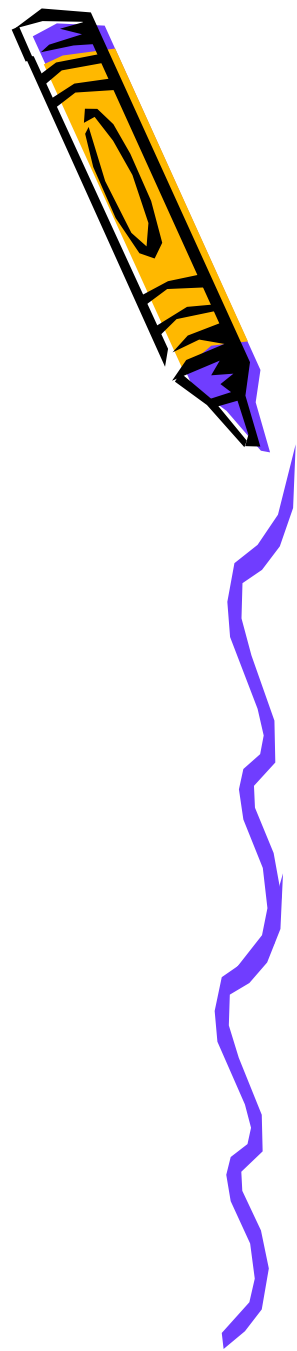
Are you a Talker?  
Extrovert?



A Thinker?  
Introvert?



# What Type of Learner are You?

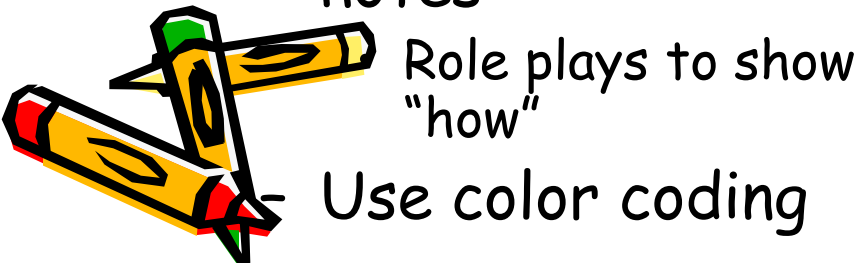




# What Type of Learner are You?



- Visual
  - Prefers written directions
  - Enhance presentations with visuals, graphics, diagrams, props
  - Colorful paper & markers for doodling and taking notes



Role plays to show "how"

- Use color coding



# What Type of Learner are You?



- Auditory
  - Provide spoken directions
  - Use discussion, panels, interviews
  - Plan for small-group discussion, teach-backs, and presentations with Q&A to talk info through
  - Avoid subtle body language to make a point
  - Create learning activities in which learners repeat information





# What Type of Learner are You?

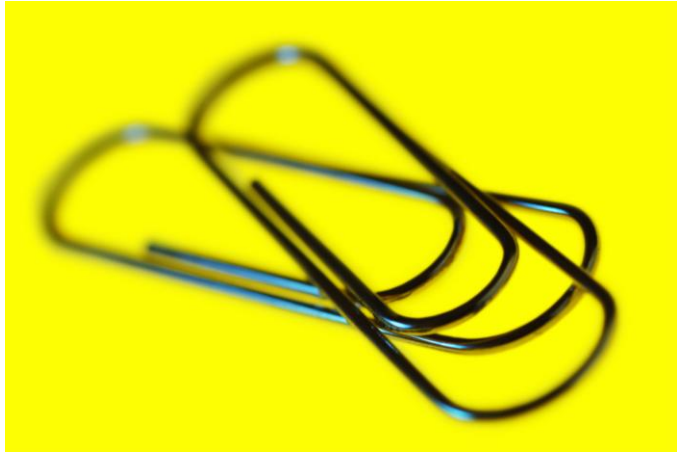
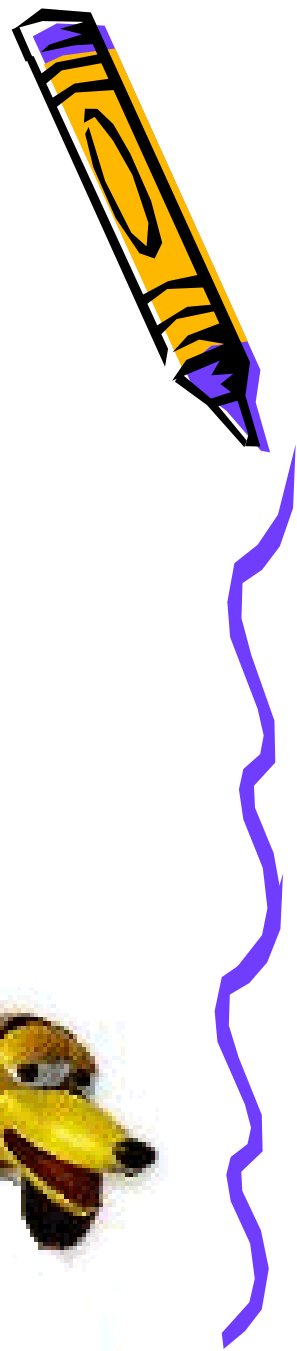


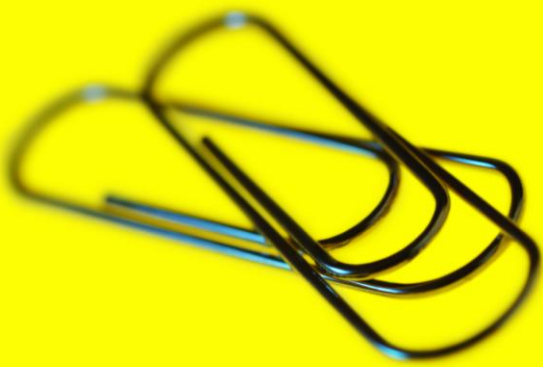
- Kinesthetic
  - Provide physical active learning opportunities
  - Engage with experiential, hands-on learning activities
  - Provide things to touch and play with e.g. Play Dough, koosh balls, crayons
  - Take frequent breaks, allow for movement in the classroom
  - Include model-making, role playing, scavenger hunts
  - Use computers to reinforce learning



Find ways other than testing to express knowledge and skills e.g. demonstrations

# What is your Teaching, Facilitating, & Learning Style?





# Mastery Learner



- Wants to learn practical information
- Likes drills, lectures, demonstrations & practice
- May be challenged when learning becomes too abstract or when faced with open-ended questions
- Learns best when instruction is focused on modeling new skills, practicing, & feedback sessions





# Interpersonal Learner



- Wants to learn about things that affect people's lives
- Likes group experiences, discussions, cooperative learning activities, role-playing and personal attention
- May be challenged with independent instruction (seat work) or when learning lacks real world application
- Learns best when attention is given to their successes and struggles





# Understanding Learner



- Wants to use logic, debate, and inquiry to investigate ideas
- Likes reading, debates, research projects, independent study, making cases or arguments, asking "why?"
- May be challenged when there is a focus on the social environment of the classroom (cooperative learning)
- Learns best when they are challenged to think and explain their ideas





# Self-expressive Learner



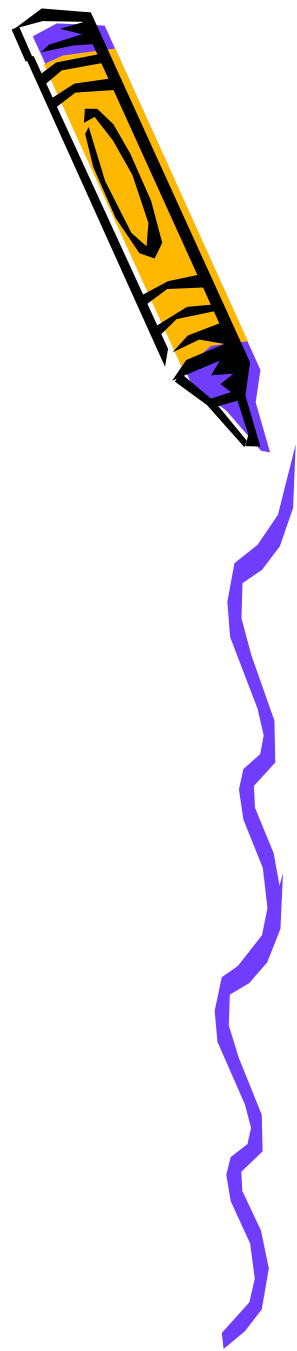
- Wants to use their imaginations to explore ideas
- Likes creative and artistic activities, open-ended and non-routine problems, generating possibilities and alternatives, asking "what if?"
- May be challenged when instruction focuses on drills and practicing and rote problem solving
- Learns best when they are invited to express themselves in unique and original ways





# What do we *all* need to learn?

- Safe haven for learning
  - Establish norms

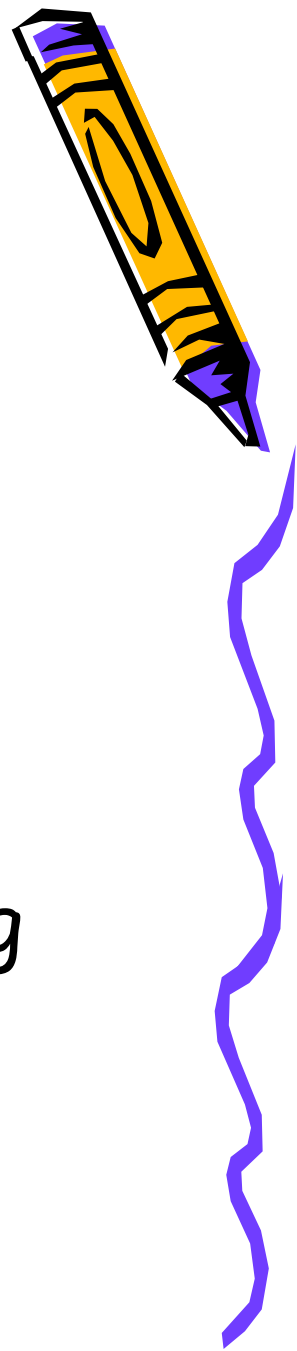


# Norms...

- Respect
- Cell phones off or put on vibrate
- Get up and stretch if needed
- Arrive on time and come back from breaks on time (see clock)
- Have fun...it's good for your health
- Others to add....



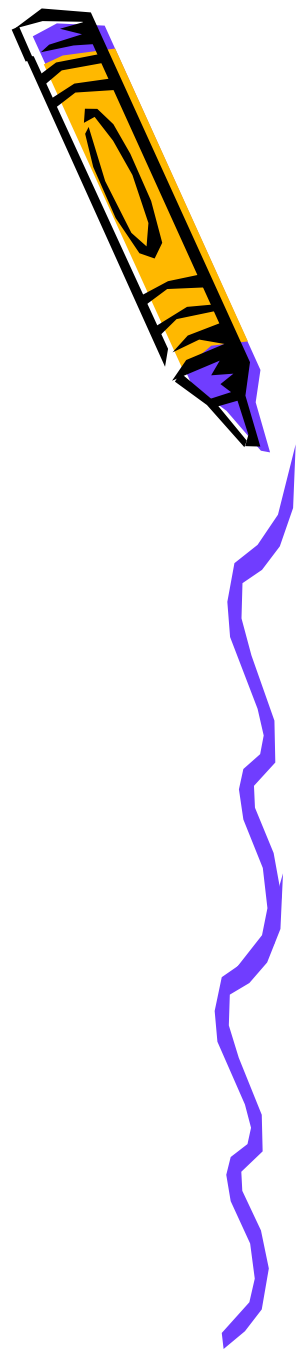
# What do we *all* need to learn?



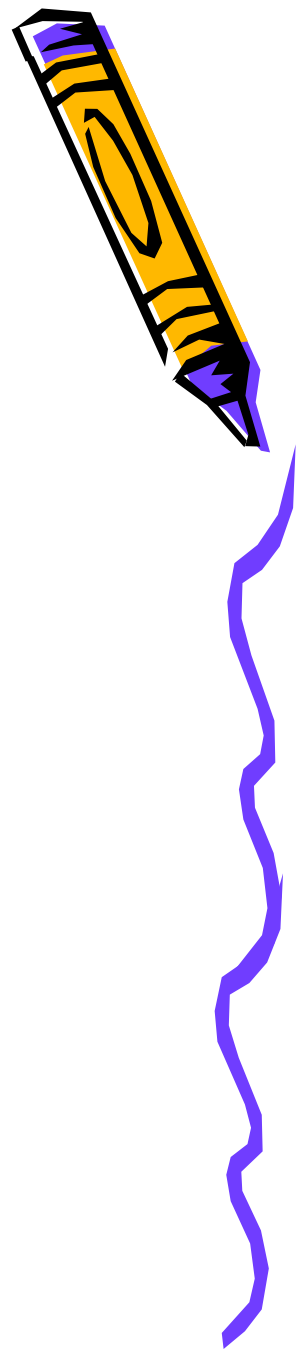
- Safe haven for learning
  - Establish norms
- Comfortable environment
- Lots of participation
- More facilitation and less lecturing for more learning



And what do *you* need?



# The Six Trumps



- Movement trumps..... Sitting
- Talking trumps..... Listening
- Images trump..... Words
- Writing trumps..... Reading
- Shorter trumps..... Longer
- Different trumps..... Same





Thank you

